

INFORMATION PAPER

SUBJECT: Validation of Multi-Source Assessment and Feedback (MSAF) Program Instruments

1. **Purpose.** To provide information regarding the validation of assessment instruments used in the MSAF Program.

2. **Facts.**

a. During the Army's Multi-Source Assessment and Feedback (MSAF) Program DoD Blogger session on 22 APR 08, a question was raised about the validation of the question and answer assessment instruments.

b. Question and answer assessment instruments are validated to ensure the instruments are reliable (consistent in their measurement properties) and valid (accurate reflections of what is intended to be measured). Two sets of instruments have been validated for the MSAF Program.

c. The first instrument set was developed for the pilot program and was designed for operating force application. These instruments were developed with a standard process: analysis of assessment domains of interest to develop initial questions, structured rating and "Q-sort" of the question pool by subject experts, focus groups with representative leaders to confirm the domains and questions, review and prioritization of questions by senior leaders, and administration of the questions with samples of the population of leaders. The question data were compared against performance indicator criteria. Development and validation process for the operating force instruments identified high reliability and validity figures; whereas, review questions identified as redundant and/or too difficult for participants to understand were removed/changed for the current version of the first instrument.

d. The Leader Behavior Scale (LBS), second instrument set, was developed from the set of validated leader competencies in FM 6-22 and is intended for general-purpose leader assessment. It is intended for use in generating force organizations and for leaders who will soon become students in professional military education courses. The doctrinal competencies underwent content validation, construct validation, and criterion-referenced validation. Questions for the LBS were selected based on Soldier's ratings of importance of each action reflecting a competency and its reliability rating.

Dr. Fallesen/Leadership Research and Assessment Division
APPROVED BY: COL Reider/Center for Army Leadership